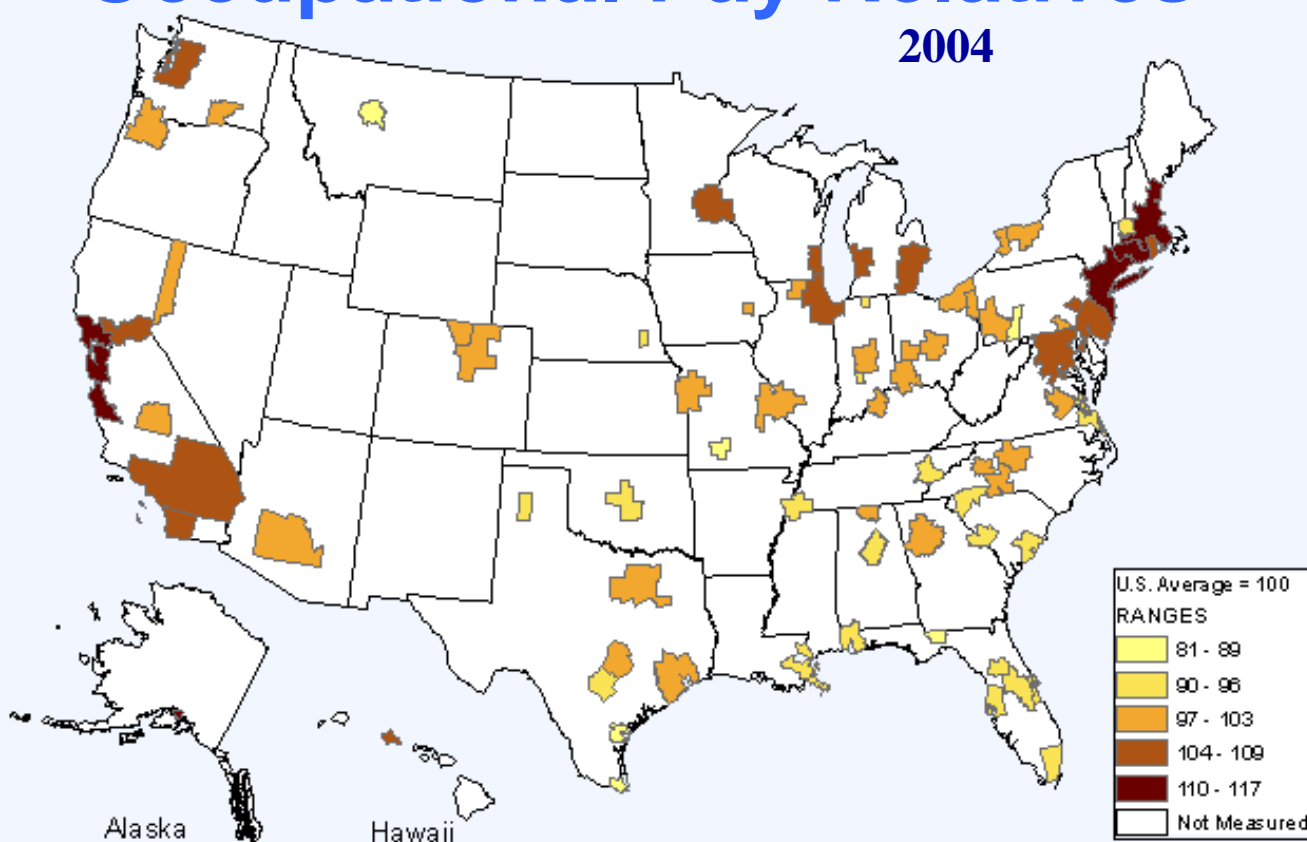


Occupational Pay Relatives

2004



United States

San Francisco-Oakland-San Jose, CA
 Hartford, CT
 Boston-Worcester-Lawrence, MA-NH-ME-CT
 Anchorage, AK
 New York-Northern New Jersey-Long Island, NY-NJ-CT-PA
 Salinas, CA
 Minneapolis-St Paul, MN-WI
 Providence-Fall River-Warwick, RI-MA
 Sacramento-Yolo, CA
 San Diego, CA
 Los Angeles-Riverside-Orange County, CA
 Philadelphia-Wilmington-Atlantic City, PA-NJ-DE-MD
 Chicago-Gary-Kenosha, IL-IN-WI
 Detroit-Ann Arbor-Flint, MI
 Milwaukee-Racine, WI
 Seattle-Tacoma-Bremerton, WA
 Washington-Baltimore, DC-MD-VA-WV
 Grand Rapids-Muskegon-Holland, MI
 Honolulu, HI
 Reading, PA
 Atlanta, GA
 Buffalo-Niagara Falls, NY
 Denver-Boulder-Greeley, CO
 Phoenix-Mesa, AZ
 Rockford, IL
 Cincinnati-Hamilton, OH-KY-IN
 Cleveland-Akron, OH
 Iowa City, IA
 Louisville, KY-IN
 Portland-Salem, OR-WA
 Richland-Kennewick-Pasco, WA
 Dayton-Springfield, OH
 Greensboro-Winston Salem-High Point, NC
 Hickory-Morganton-Lenoir, NC
 Reno, NV
 Richmond-Petersburg, VA
 Dallas-Fort Worth, TX
 Rochester, NY

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Kansas City, MO-KS

St Louis, MO-IL

Visalia-Tulare-Porterville, CA

York, PA

Youngstown-Warren, OH

Charlotte-Gastonia-Rock Hill, NC-SC

Indianapolis, IN

Austin-San Marcos, TX

Columbus, OH

Fort Collins-Loveland, CO

Houston-Galveston-Brazoria, TX

Huntsville, AL

Pittsburgh, PA

Charleston-North Charleston, SC

Greenville-Spartanburg-Anderson, SC

Memphis, TN-AR-MS

Augusta-Aiken, GA-SC

Knoxville, TN

Birmingham, AL

Elkhart-Goshen, IN

Springfield, MA

Tampa-St Petersburg-Clearwater, FL

Bloomington, IN

Miami-Fort Lauderdale, FL

Norfolk-VA Beach-Newport News, VA-NC

Lincoln, NE

Melbourne-Titusville-Palm Bay, FL

Ocala, FL

San Antonio, TX

Amarillo, TX

Oklahoma City, OK

Orlando, FL

Mobile, AL

New Orleans, LA

Springfield, MO

Corpus Christi, TX

Great Falls, MT

Johnstown, PA

Tallahassee, FL

Brownsville-Harlingen-San Benito, TX

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* The pay relative for this area is significantly different from the national average of all areas at the 10% level of significance. For additional details, see U.S. Bureau of Labor Statistics (BLS), "Occupational Pay Relatives, 2004," news release USDL 05-2382, available at http://www.bls.gov/news.release/archives/ncspay_12282005.pdf.



OCCUPATIONAL PAY RELATIVES

- ❖ Occupational pay relatives allow comparisons of occupational pay between different metropolitan areas and the United States as a whole.
- ❖ The national average is equal to 100. Each metropolitan area's pay relative reflects the percentage difference above or below the national average.
- ❖ Occupational pay is defined as wages, salaries, commissions, and production bonuses.
- ❖ Because the types of occupations in a given area can vary greatly, the pay relatives account for differences in occupational mix, establishment and occupational characteristics, and time of data collection during the year.

COMPARISONS BETWEEN AREAS

- ❖ The pay relatives presented in this flyer are area-to-national comparisons. However, it is easy to derive area-to-area comparisons from them. To do so, divide the pay relative for an area in question by the pay relative for an area to which the first is being compared. Then multiply the result by 100 so that the comparison is expressed as a percentage.
- ❖ For example, the pay relative for all occupations in San Francisco is 117 and the pay relative for all occupations in Los Angeles is 107. The San Francisco-to-Los Angeles pay relative is calculated as:

$$(117/107) \times 100 = 109$$

In this example, there is approximately a 9 percent pay premium in San Francisco relative to Los Angeles. However, there is no statistical significance test for area-to-area comparisons calculated this way. Therefore, it is difficult to determine if pay differences are statistically significant between areas.



Source: Bureau of Labor Statistics

National Compensation Survey <http://www.bls.gov/ncs>

Email: ocltinfo@bls.gov Telephone: **(202) 691-6199**

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